

MICHIGAN CIVIL RIGHTS COMMISSION

N E W S L E T T E R

Michigan Civil Rights Commission Marks Its 40th Anniversary

The Michigan Civil Rights Commission was created by an act of the state constitution late in 1963. Its mission remains the same as it was then: to prevent and eliminate unlawful discrimination. The Commission and its policy executing arm, the Michigan Department of Civil Rights, have developed a national reputation in the civil rights arena. This year and through the early part of

2004, the Commission will commemorate its ascent into middle age with seminars and the publication of pamphlets and booklets, among other things. In a sense, the Commission's 40th anniversary is both an opportunity to reflect on our past and a chance to peer into the future. To help us to do that, we have enlisted the help of some former Commissioners and others closely associated with the Commission, some of whom were there

at the Commission's genesis. In this issue, we'll hear from the Commission's first co-chairs, Damon J. Keith and John Feikens, two respected community leaders who now serve as federal judges. Other guest columnists will include U.S. District Judge Avern Cohn, who served on the Commission in the mid-1970s, Senator Carl Levin, a former case counsel to the Commission, and Governor Jennifer M. Granholm.

Michigan Civil Rights Commission and Department receive HUD Award

On April 29, 2003, at its Quint-Regional Conference in Atlanta, Georgia, the U.S. Department of Housing and Urban Development (HUD) "recognized the commitment, vision

and accomplishments of the Michigan Department of Civil Rights (MDCR) for its dedication in ensuring the right of equal opportunity housing." MDCR was one of five agencies recognized by HUD for "its commitment to fair housing and excellence in home ownership."

The Honorable Mel Martinez, the nation's 12th secretary of HUD, presented the awards. MDCR Director Nan Reynolds accepted on behalf of the Michigan Civil Rights Commission and Department. These awards were given in commemoration of the 35th anniversary of the passage of Title VII of the Civil Rights Act of 1968, the nation's fair housing law. This law was signed by former U.S. President Lyndon B. Johnson within weeks of the assassination of the Rev. Dr. Martin Luther King Jr. in Memphis, Tennessee.



L-R Representatives from the state civil rights departments in New York, Rhode Island, HUD Secretary Mel Martinez, Pennsylvania, Georgia and Michigan (Dr. Nan Reynolds).

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Commission & Department Events

Emmett Till Screening

On February 20, 2003, the Michigan Department of Civil Rights sponsored a screening of “The Untold Story of Emmett Louis Till,” an investigative, feature-length documentary on the racist murder of a 14-year-old Black male from Chicago in the summer of 1955. The screening was co-sponsored by Detroit public relations practitioner Tara J. Young, and financial assistance was provided by General Motors, Daimler Chrysler, Blue Cross Blue Shield of Michigan and Kroger. The event was held at Wayne State University’s Community Arts Auditorium, and was preceded by a reception where guests could meet the director of the film, Keith Beauchamp. After the screening, a panel of three witnesses to the events surrounding the murder spoke publicly for the first time to the audience. Charles Pugh of FOX 2 news served as the master of ceremonies for the event, and Dr. Orian Warden provided a debriefing. Film director Keith Beauchamp hopes his documentary will help reopen the case and at last bring justice for Emmett Louis Till.



Film Director Keith Beauchamp

Best Practices Forum

On April 4, 2003, the Michigan Civil Rights Commission partnered with the U.S. Equal Employment Opportunity Commission, Detroit and Cleveland Districts, and the Ohio Civil Rights Commission to sponsor

a unique Best Practices Forum. It was held at the Marriott, Eagle Crest Conference Resort Center in Ypsilanti, Michigan, and was hosted by DTE Energy. The forum was designed to engage business executives in a creative exchange of ideas about

equal opportunity and diversity programs and share meaningful and effective tools that lead to a corporate climate of respect and open dialogue. The forum offered the 130 attendees an opportunity to hear from executive officers of major corporations who are championing diversity programs that address the importance

of improving employee morale and customer service, and building cultural competency within the work environment. Presenters included Clifford Brown, General Motors Corporation; Rhonda Cohen, MotorCity Casino; Mark Butler, Marathon Ashland Petroleum; Richard Gross, Ford Motor Company; James Staley, Roadway Corporation; and Lisa Wicker, Daimler Chrysler.

Civil Rights Commission Chair Gary Torgow provided opening remarks with Department of Civil Rights Director Nanette Lee Reynolds, who also provided the closing remarks. Program presenters were introduced by James R. Neely, Director, EEOC Detroit District; Michael C. Fetzer, Director, EEOC Cleveland District; Pastor Aaron Wheeler, Sr. Chair of the Ohio Civil Rights Commission; Michael Payton, Director of the Ohio Civil Rights Commission; and Dr. Reynolds.



L -R MDCR Partnerships Coordinator Cathy Milette, DTE Market Executive Fouad Ashkar, MDCR Arab-American Liaison Leila Saba-Hann, MDCR Director Nan Reynolds, DTE Vice President Douglas Gipson, and Motor City Casino Human Resources Director Jo Avery.

Commission & Department Conference

State Bar of Michigan — Open Justice Commission 2003 Conference

On April 9-12, 2003, the National Consortium on Racial and Ethnic Fairness in the Courts held its 15th Annual Meeting in conjunction with the First Michigan Conference on Racial and Ethnic Fairness in the Legal System. The event was hosted by the State Bar of Michigan Open Justice Commission, and was held at the Detroit Renaissance Marriott Center in downtown Detroit. Featured keynote speakers included Detroit Mayor Kwame Kilpatrick and former Detroit Mayor Dennis Archer. Since 1986, the Open Justice Commission (OJC) has sought to create a diverse and bias-free environment for the people they serve. According to the OJC, historically, lawyers and judges have stood at the forefront of civil rights initiatives supporting fair and equal application of the laws throughout our state. As officers of the courts, guardians of the law, advocates for the under-represented and teachers of fairness, OJC believes that lawyers and judges must demonstrate the leadership necessary to increase the quality of justice available to our citizens.

The Michigan Civil Rights Commission (MCRC) saw this conference as an opportunity to bridge the gap between the judicial and administrative instruments of securing equal and fair treatment for all citizens of Michigan. The Michigan Civil Rights Commission along with the Michigan Department of Civil Rights (MDCR) participated by hosting an all-day training session followed by a reception, as well as through the attendance of colleagues. The entire conference, including both events sponsored by the MCRC, was very well attended by attorneys, judges and representatives of national, state and local agencies and organizations.

As part of the conference, the Michigan Department of Civil Rights' Partnership Team was asked to present the training they designed entitled "Building Cultural Competency" on April 11. Presenters included: Donna Budnick, American Indian Affairs Specialist; Alberto Flores, Latino American Liaison and Partnership Coordinator; Pravina Ramanathan, Asian American Liaison and Civil Rights Representative; Leila Saba Hanna, Arab American Affairs Specialist; and Hector Shamley, African American Affairs Liaison and Acting Operations Regional Director. The workshop enhanced participants' understanding of five major cultural groups: African American, American Indian, Arab American, Asian American, and Latino American. Topics covered included cultural protocols, cross-cultural communication, definition and name evolution, the impact of significant historical civil rights events, cultural characteristics and dispelling myths and stereotypes that lead to bias and discrimination. Participants were given information on current issues of cultural importance, and learned about major religions and how they are accommodated and respected.

The Building Cultural Competency training attracted participants from various backgrounds and different parts of the country. The participants were very knowledgeable and tested the presenters on many current issues confronting people of color in the U.S. The team presenting the training received very



MDCR Managing Attorney of the Coach Attorney Team Sylvia Elliott speaks with MDCR Acting Operations Regional Director and African American Affairs Liaison Hector Shamley.

positive feedback from the participants, including inquiries for future training with other agencies and organizations, including a group from New Mexico.

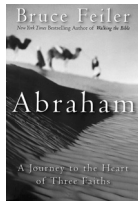
Following the training, the MCRC held a reception at the Renaissance Club in the Renaissance Center. The reception was attended by about 200 people, including conference attendees and representatives from various state and local entities. The reception was used as a "kick-off" event to begin a year-long celebration of the Commission's 40th anniversary. Guests were treated to buffet style food, entertainment from the Marvin Jones Trio, and a short program hosted by Commissioners Villarruel and Calille. Calille spoke briefly about the mission and history of the MCRC, and outlined some of the events planned as part of the year-long anniversary celebration. The reception's program included a short speech by Robert Davis, a representative of Governor Granholm's office, a presentation of the Key to the City by

Arts & Education

Books

ABRAHAM

by Bruce Feiler
(William Morrow)

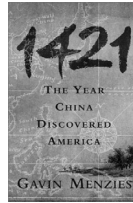


This poignant book is an attempt to profile the life of the man widely regarded as the father of three of the world's most influential religions - Christianity, Islam, and Judaism. Many scholars refer to these three religions as the Abrahamic religions. Writing a biography of Abraham, while intriguing, is a difficult task. Only a few chapters of one book in the Bible give us any details about him. From an intellectual standpoint, there is no evidence that a man named Abraham from Ur of the Chaldeans ever existed. But the genius of this book is that Bruce Feiler interprets Abraham through the eyes of practitioners of these three religions that are so close to each other yet so far away. He uses their interpretations

to help make sense of the conflict in the Middle East and the tension between the West and the Muslim world that has existed for centuries and continues until this day.

1421: THE YEAR CHINA DISCOVERED AMERICA

by Gavin Menzies
(William Morrow)



In 1492, Columbus sailed the ocean blue and "discovered" the "New World," or so we were taught in our elementary school history. But in this provocative book, Gavin Menzies, a former officer in Britain's Royal Navy, contends that the Chinese beat Columbus to the Americas by about 70 years. He writes that in 1421 a huge armada sailed from China to explore the oceans of the world. In the course of this voyage, they visited India, East Africa, West Africa, Australia

and the American continents. They even visited Antarctica - this centuries before European explorers even dreamt of doing so. There is considerable evidence that the Chinese of that period were a seafaring people who traveled far and wide. Indeed, the evidence shows that Chinese explorers frequently visited and did business with East African kingdoms. But America? And why is there so little general knowledge of this? Menzies offers a seemingly credible explanation: when the voyagers returned home, a radical change at the highest levels of China's government also led to a change in attitude in its contacts with the outside world. The explorers were ordered to destroy most of their documents. Some survived, however. While this book has attracted some criticism, it has also drawn considerable praise for its meticulous research. The evidence outlined by Menzies is one that cannot be too easily dismissed.

Michigan Civil Rights Commission Gets a New Member

MMARGARET M. VAN HOUTEN, a Bloomfield Hills attorney with the law firm Evans & Luptak, was appointed to the Michigan Civil Rights Commission late in 2002 by former Governor John Engler to serve a four-year term that began in January 2003 and expires on December 31, 2006.

She replaces Dr. Evelyn Crane, a former Commission chair, whose term expired in December 2002. Dr. Crane served on the Commission for eight years. As chair, she helped oversee the Department's re-engineering.

Van Houten previously served as a law clerk for Judge Brian K. Zahra in the Michigan Court of Appeals and the Third Circuit Court, where she developed an interest in civil rights law

while researching and drafting numerous opinions and memoranda regarding discrimination and retaliation claims brought under the Elliot Larsen Civil Rights Act.

Van Houten received her undergraduate degree in political science from the University of Michigan and earned her juris doctor degree from the University of Detroit Mercy. She was also a contributing author for the legal publication Michigan Civil Procedure published in 1999 by the Institute for Continuing Legal Education.

Van Houten is a lifelong resident of Dearborn Heights, where she serves on the City Council and is active with the Kiwanis Club. She serves as Chair of the Wayne County Republican Committee and recently became the Chair of the

Wayne 15th Congressional District Republican Committee. Van Houten is also a member of the Michigan Lawyers Chapter of the Federalist Society, the Catholic Lawyers Society and the Michigan and Dearborn Bar Associations.



Margaret M. Van Houten

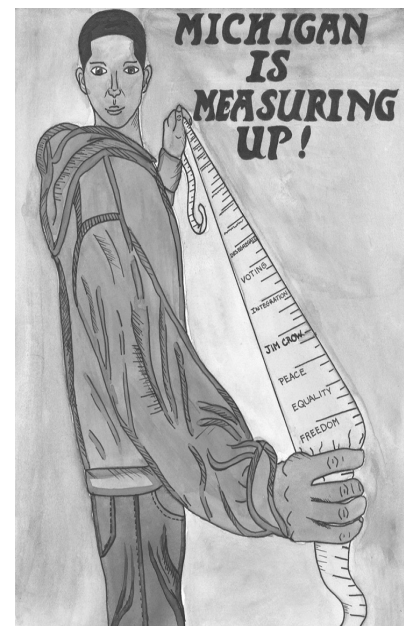
Arts & Education

MCRC Sponsors Poster Contest To Mark 40th Anniversary

Edwin Gutierrez, a student at Hanneman Elementary School in Detroit, won first place in a poster contest sponsored by the Michigan Civil Rights Commission at the beginning of the year. The contest, which attracted more than 600 entries, was held for students in kindergarten through the 12th grade. The winning design will be used to help promote the Commission's 40th anniversary commemoration and is being sent to schools throughout the state. Stephanie Balaskas of Northern Hills Middle School in Grand Rapids placed second, while Catherine Game of Iron Mountain High School in Iron Mountain and David Coady of Cass Technical High School in Detroit, tied for third place. The winning entry was awarded a \$1,000 savings bond, the second place winner got a \$750 savings bond, while both third-place winners were each given \$500 savings bonds. Teachers for all of the winning students each received checks for \$250 to be spent on classroom activities.



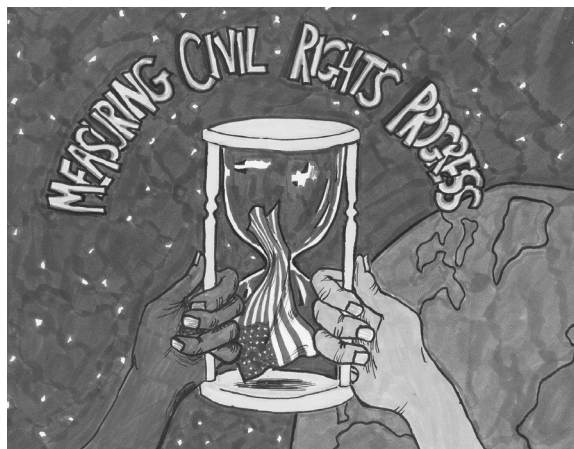
1st Place



3rd Place



2nd Place



3rd Place

Open Justice Commission 2003 Conference *Continued from page 3*

Councilman Kenneth Cockrel, Jr., and an introduction of some of the previous Civil Rights Commissioners attending the reception. Finally, MDCR Director Nan Reynolds and Loraine Webber, the special advisor to the Open Justice Commission, were both presented with flowers in recognition of their leadership in their respective organizations. Both the reception and the "Building Cultural Competency" sessions provided wonderful opportunities to connect the Michigan Civil Rights Commission with organizations throughout the state and nation concerned with social justice.

Major Settlements

Following are some of the major settlements in the course of the last three months.

- Claimant, a Black man from the Detroit metro area, was subjected to unfair terms and conditions of employment and laid-off because of his race. The claimant was reinstated to his employment as a truck driver. The settlement resulted in an annualized salary of \$33,280.
- A Lansing-area man claimed he was unfairly discharged due to his national origin and gender. He received full back wages totaling \$14,000, had his health and dental benefits restored and reference to his termination in his personnel file was removed.
- Claimant, a 52-year-old Black man from the Kalamazoo area, alleged he lost his job because of his age and race. The matter was settled through mediation and he was paid a \$50,000 case settlement.
- A dark skinned woman with a Spanish surname from the Detroit metro area alleged she was unlawfully terminated by her employer. The case was settled for \$60,000 cash.
- A Black woman from the Grand Rapids area alleged she was discharged due to her race. Prior to a complaint investigation, she and the respondent entered into a settlement agreement valued at \$13,624.
- A \$7,000 payment to a claimant from the Detroit metro area who alleged she was unfairly denied an accommodation and subsequently discharged because of a disability was secured.

Commission & Department News

Governor Jennifer M. Granholm appointed Michigan Civil Rights Commission Chair Gary Torgow to the 17-member executive committee of the Michigan Economic Development Corporation. He will represent the private sector. Torgow is the chair and CEO of the Sterling Group, a downtown Detroit real estate firm. He is also a partner with Kern Woodward Associates and chair of the Detroit Economic Growth Corporation. In announcing the appointment, Governor Granholm noted Torgow's leadership in Southeast Michigan's business and civic community.

MDCR colleagues raised nearly \$10,000 during the 2002 Employees Combined Campaign. Florine Davis of the Office of Human Resources coordinated the campaign. She had help from MDCR colleagues Carol Baxter, Debra Bell, Phil Doud, Ray Elam, Kathleen Hauk, LuAnn Maurer, Lucy Robinson and Charles Schoder.

Philip Van Dam, a member of the Michigan Civil Rights Commission from 1982 until 1991 and a former U.S. Attorney for the Western District of Michigan, was appointed late in 2002 by former Governor John Engler to a district judgeship. Van Dam joins a long list of former Commissioners who have been appointed or elected to the bench in the course of its 40-year history.

MDCR colleagues raised a total of \$545 in contributions to the American Cancer Society and the Michigan ACLU in memory of Janet Cooper, the department's retired deputy director who passed away in December. Ms. Cooper previously served as president of the Michigan ACLU.

Tom Appel, the department's recently retired Traverse City civil rights representative, continues to do us proud. In January, he received the Traverse City Sara Hardy Humanitarian Award.

In presenting him with the award, the Commission cited Appel for "having gone above and beyond his duties." The Commission also praised him for his community involvement as a volunteer, educator and leader on human rights issues. The award is named for Sara Hardy, a former member and co-founder of the Traverse City Human Rights Commission.

Director Nanette Lee Reynolds received the Humanitarian Award from the Rev. Dr. Martin Luther King, Jr. Holiday Commission in Lansing on January 20, 2003 for her commitment to civil rights and community involvement.

On May 19, the Anti-Defamation League (ADL) honored Director Reynolds as one of five Women of Distinction.

Director's Corner

Governor Granholm's Support Of U of M's Admission Policy Is An Endorsement Of Fairness

By Nanette Lee Reynolds, Ed.D.

The stage is now set for an historic event in our nation's history, as the United States Supreme Court prepares to hear arguments in the cases challenging the admissions process at the University of Michigan. Early in February Governor Jennifer M. Granholm joined dozens of other interested parties from across the country in submitting a brief in support of the university's admissions policies.

The Governor recognizes that America's higher education system sets the standard for other systems around the world and has done so for more than a century. Her position echoes that of the nation's high court, which a quarter century ago recognized that it was best to leave decisions regarding higher education to the educators. In a 1978 case against the University of Missouri, the court determined that to "enlarge the judicial presence in the academic community" would "risk deterioration." Not surprisingly, in that same year Justice

Lewis Powell, in the Bakke case, found that it is acceptable for a university to consider race as one factor among many when deciding which students are to be admitted.

Justice Powell recognized that a university environment is unlike any other: it is, for example, not driven by the standard economic notions of "free market" or "profit and loss." Instead, a university thrives or withers by the ideas that its faculty and students bring to the classroom and to the campus commons. A diverse learning environment enhances learning and refreshes the academy. Only by the introduction of new and different perspectives can our universities help students prepare to be the leaders of our 21st century, world-wide community.

In the current litigation much of the argument focuses on which students are best "qualified" to attend the University of Michigan. Some day, perhaps, we might be able to use a lone test score to determine who is "qualified" for college. But can we truly look at all prospective college students in our vast country and assign each one a single number, a number that will, more often than not, set the stage for the rest of their lives?

It's an undeniable truth: all children in this country do not have the resources they need to be true and equal competitors on test day. How do we compare the score of the student who has a personal test prep coach with the student who can't even afford a study guide? Is the student from the high school that offers advanced placement courses more worthy of a college education than the student whose high



Dr. Nanette Lee Reynolds

school struggles to hire qualified teachers? Are we so quick to assume that a test score measures the value of a life, but so quick to forget that, in reality, it only measures a single try at a single test on a single day?

More than half a century ago, universities began to realize that "so called" qualified students are more than just those who excel at standardized exams. So they opened their doors to star athletes, military veterans and children of alumni, among others. They've watched student success and campus life evolve in unique ways from the rich diversity of students from many different backgrounds. The University of Michigan and its numerous supporters have presented a compelling case to affirm the school's admissions policies. It is time for the United States Supreme Court to recognize that. The decision regarding who to admit to a university, who can best contribute to a student body, who has the best potential for benefitting from the precious gift of education should not be left to judges or to the publishers of standardized tests. That decision belongs to educators. Let's allow them to do what they know best.

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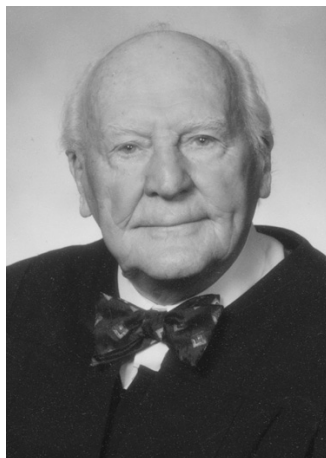
Commission Was Visionary In Its Early Days Despite Some Turbulence

By John Feikens

As we approach the 40th anniversary of the founding of Michigan's Civil Rights Commission, several impressions that I have are worthy of record.

When the Michigan Constitution was amended, and the Michigan Civil Rights Commission was established as a constitutional body, then-Governor George W. Romney made a very defining step. It was his idea that, to launch the Commission, it had to be headed by co-chairmen who represented racial diversity. Damon J. Keith and I were appointed as its first co-chairs, since the Governor wanted this to be the overarching statement about how this Commission should be viewed and how it should be governed. By appointing co-chairs, Governor Romney clearly stated that the work of the Commission would and ought to be headed by persons of both races.

As I look back to that period of time through which we passed 40 years ago, it is remarkable that there have been significant changes. Our first address as a civil rights commission was to the problem of equal accommodations.



John Feikens

Hotels, restaurants and other places of public accommodation still practiced segregation. It is gratifying to realize that our society has overcome this difficulty.

Another series of events that defined that time 40 years ago was that in public buildings there was blatant evidence of segregation and inequality among the races. One of the first such problems that the Commission took up was

to investigate, and to make appropriate orders directed to, the City of Dearborn. At Dearborn City Hall, there had been displayed prominently for some time crude statements regarding Negroes, as African-Americans were called at the time. Unfortunately, we found that Dearborn's then-Mayor Orville Hubbard was complicit in the use of the bulletin boards within City Hall that permitted these expressions. The Commission acted decisively to stop that practice.

The Commission inaugurated a series of public hearings throughout the state, both in the Upper and Lower Peninsulas, to acquaint Michiganians in those regions with the goals of the Civil Rights

Commission and how the Commission intended to implement those goals. The mantra which was repeated by the Commission throughout the state was that the Commission meant, in an active way, to carry out the command of the Michigan Constitution. This meant that "this ought to be and would be our business."

We began our work at a very difficult time in our country. The Korean War had recently ended and the Vietnam War was ready to begin. John F. Kennedy, Martin Luther King, Jr. and Robert F. Kennedy were assassinated within a five year period. High on the list of community concerns was school busing. And, not long after the Commission had begun to implement its programs, the Detroit riot of 1967 took place.

I write about these matters to point out how difficult the birth of the Commission seems in retrospect.

Against all of this background, it is noteworthy to think of the progress that has been made in civil rights in our state. While this process is unending in securing full civil rights for all our people, and while we still have a long way to go, we can be proud of the progress that has been made and thankful that our leaders of 40 years ago had the foresight and the will to bring the Civil Rights Commission into being.

IN MEMORIAM

It's been a painful past few months at the Michigan Department of Civil Rights. Five members of the MDCR family, four of whom were retirees, passed away during this period. While we mourn their passing, we fondly recall all of them for the manner in which they enriched our lives.

Janet C. Cooper, who joined the department at its inception and worked her way through the ranks to become its deputy director. She retired in 1998.

Russell Johnson, a retired enforcement chief for the Grand Rapids area, joined the department in 1967 and retired in 1998.

Maxine Williams, who joined the department in 1966 and served as Commission secretary for more than 20 years until she retired in 1995.

Carol McCurdy, an administrative support person on the Reconsideration Team, who endeared herself to people with her consistently affable demeanor and her desire to say a kind word to everyone she encountered.

David Burkhart, who served as the EEOC/HUD coordinator and supervised the Data Team (now known as the Record Center). He joined MDCR in 1966 and retired in 1997.

Commission's Early Work Provided Opportunity To Help People And For Personal Growth

by Damon J. Keith

In 1964, Governor George Romney appointed John Feikens and me as the first co-chairs of the Michigan Civil Rights Commission. For the next four years, I was privileged to be part of the Commission's efforts to eradicate racial discrimination and to advance the cause of civil rights throughout the state.



Damon J. Keith

In addition to John Feikens and me, the original commissioners were: Rev. A.A. Banks, Jr., Richard Cross, Bill Gossett, Kenneth Robinson, Father Theodore LaMarre, and Sidney Shevitz. It was a distinguished group of religious leaders, lawyers, and businessmen. Despite our diverse backgrounds, we were united in our commitment to the struggle for equal justice. I was continually impressed by the collegiality of the group and the commissioners' enthusiasm for their work. It was a pleasure to serve with such dedicated individuals.

The very concept behind the Commission was remarkable at the time. Few other states had such commissions, and none

was as active as ours. We took on a myriad of civil rights issues, from equal access in housing to discrimination in education and employment. We held hearings around the state on discrimination complaints. We wanted victims of discrimination in this state to know that their government would listen to them and fight for them.

Among our many tasks was that of investigating police brutality complaints. Commissioner Bill Gossett, then Vice President and General Counsel at Ford Motor Company, was assigned to investigate the claim of a Black man that he had been beaten by White police officers. Bill came from a privileged background and, it is safe to say, had never been mistreated by a police officer himself. He approached this assignment with some skepticism, but was determined to find the truth.

After his investigation, Bill concluded that the victim was telling the truth. Bill was shocked and saddened by the officers' abuse of their authority, and outraged that such brutality could be committed under color of law. With tears in his eyes, he reported his findings to the Commission.

Indeed, much of the Commission's work in those days was directed at opening people's eyes to the injustice around

them. To measure the severity and scope of racial discrimination, we would send Black couples to rent rooms at resorts in Northern Michigan. Despite signs outside announcing "vacancies," the Black couples were frequently turned away. A White couple would then try to reserve a room just a few minutes later and would invariably succeed.

In the mid-1960s, the Commission came under fire for this practice of "testing" businesses for racial discrimination. The state legislature threatened to cut the Commission's funding. Governor Romney faced mounting pressure to rein us in. Some wanted him to dissolve the Commission altogether.

But Governor Romney stood firm. He reaffirmed his commitment to the Commission, telling the people of Michigan that he opposed racial discrimination and supported our efforts to identify and eliminate these injustices wherever they were found.

Since its inception nearly 40 years ago, the Commission has played a vital role in advancing the cause of civil rights in this state. I am proud of the work we did in the early days of the Commission. I am confident that the Commission will continue the struggle with the same dedication and determination in the years to come.

Director Reynolds Observes 10 Years As MDCR Director

April 3, 2003, marked Dr. Nanette Lee Reynolds' 10th year as director of the Michigan Department of Civil Rights, making her the longest serving chief executive in the agency's history. As department director, Dr. Reynolds has provided the kind of leadership that has made MDCR one of the largest and most influential governmental civil rights agencies in the country. The department's creative initiatives under her tenure have included the formation of the Michigan Alliance

Against Hate Crimes (MIAAHC), a coalition of law enforcement agencies and civil rights groups; and Civil Rights Health: A Community-Based Assessment, a project that helps communities measure their civil rights health. A re-engineering process initiated by Dr. Reynolds several years ago has stepped up the department's efficiency and effectiveness. She has also expanded the department's service options.

Under her tenure, the MDCR has become a model for other state and municipal civil

rights agencies around the country. Dr. Reynolds' work has not gone unnoticed. In 2000, she received the National Association of Human Rights Workers' (NAHRW) Individual Human Rights Award. In 2001, she received the Frank J. Kelley Distinguished Service Award from Michigan's chapter of the American Society for Public Administration. In September 2002, the Michigan NAACP honored Dr. Reynolds at its 66th annual convention with its distinguished service award.

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COMMISSION MEETING DATES

MONDAY, AUGUST 18, 9 A.M.

DETROIT

MONDAY, NOVEMBER 17, 9 A.M.

LANSING